



To: Thomas J. Bonfield, City Manager
Through: Bo Ferguson, Deputy City Manager
From: Jose L. Lopez, Sr., Chief of Police
Date: June 10, 2015
RE: **Response to City Council's Request for Police Psychological Services and Police Pre-Employment Psychological Testing**

Executive Summary

The FMRT Group has serviced the Durham Police Department for six years and has provided the convenience and efficiency of a "one-stop shop" to help streamline our hiring and post-hire needs without any issues. **FMRT provides psychological evaluation services conducted by doctoral level psychologists specially trained and experienced in police, federal law enforcement, and correctional psychology, including pre-employment evaluations and Fitness for Duty evaluations. They have seven (7) North Carolina locations (Asheville, Cary, Charlotte, Fayetteville, Greenville, Wilmington and Winston Salem).** The FMRT Group includes a multi-disciplinary ensemble of doctoral-level psychologists and medical professionals who serve 309 public safety agencies throughout the state.

While FMRT and we would like to have more diversity on the FMRT team, they are prohibited from specifically recruiting someone based on their race; instead, they hire based on an individual's interest, education (PhD or PsyD) and skill set. FMRT staff members not only have strong backgrounds and experience with direct-service provision of psychological healthcare services, but each staff member has specific training and experience in the interface between clinical and forensic (legal) psychology. FMRT has 27 female staff members of which are two professional women who happen to be African American; however, they have never had an African American male that has reached out to them for employment in 10 years.

Normally, RFPs are advertised for 30 days on the City website and professional publication outlets barring any budget constraints. Due to unforeseen staffing issues, we requested a waiver to advertise for less than 30 days and only on the City website. We are in the process of implementing departmental procedures and processes to alleviate this issue in the future.